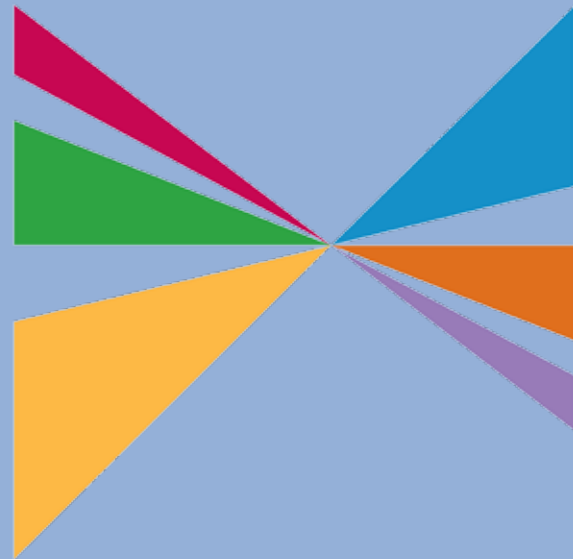


SOUTHERN CALIFORNIA



**ASSOCIATION of
GOVERNMENTS**

invites applications for the position of...
Executive Director



Value Statement

Our philosophy of **Regional Leadership, Collaboration** and **Excellence** is anchored in our Shared Values of Professionalism, Integrity, Service and Innovation.

About Southern California Association of Governments

Forty years ago cities and counties in the six-county Southern California region joined together to form the Southern California Association of Governments (SCAG) for the purpose of fulfilling federal intergovernmental planning mandates, including managing a “continuing, cooperative and comprehensive” regional transportation planning process. The six-county SCAG region includes Imperial, Los Angeles, Orange, Riverside, San Bernardino and Ventura Counties, and 187 cities covering 38,000 square miles. While the geographical boundaries of the region have remained the same, the social and institutional landscape have changed substantially. Fueling these dramatic regional changes has been a doubling of the population from 8.4 million to 17 million people since SCAG’s formation.

Today, the region has grown to include five county transportation commissions, five regional air quality management districts, 14



sub-regional councils of governments, many new cities, and several more transit operators. In ad-



dition to the six counties, 163 of the 187 cities in the region are member agencies of SCAG. SCAG represents the 10th largest world economy and is the largest regional planning agency in the nation. As a result, the state and federal governments over the years have expanded SCAG’s original mission by assigning additional regional policy setting responsibilities in the areas of transportation, air quality, housing, water quality, and solid waste disposal planning, among others.

Decision-making occurs through SCAG’s Regional Council (RC), a government body composed of 82 city and county elected officials and transportation commissioners. The agency also works in close partnership with its federal and state funding partners, Federal Highway Administration, Federal Transit Administration, Federal Aviation

Administration, California Department of Transportation, as well as with 14 sub-regional Councils of Governments (COGs) that represent SCAG’s member cities and counties.

SCAG is known to be a “window to the world” due to its responsibilities for planning for regional aviation, traffic congestion and air quality, population growth, housing and the movement of goods in the largest regional planning area in the nation.

SCAG headquarters is located in bustling downtown Los Angeles in the former, beautifully refurbished, Barker Brothers Furniture Building (818 West 7th Street). For interested candidates, the downtown area offers many housing options as a result of the recent focus on revitalizing the urban core. Additionally, the general area is also known for its cultural venues, sports centers, garment and jewelry district, high-rise buildings, shopping, tourist attractions, fine restaurants, zoos, and museums. There are also four architecturally acclaimed theater complexes, including the new Walt Disney Concert Hall. Los Angeles is home to such professional sports organizations as the L.A. Lakers, Dodgers, Clippers, Sparks, and the Kings. SCAG is easily accessible by Metrolink train, underground Metro and bus. The 7th Street underground Metro stops across the street from SCAG headquarters.

The Executive Committee consists of:

- President of the Board
- First Vice President
- Second Vice President
- Immediate Past President
- Chairs of the Policy Committees:
 - Community, Economic, and Human Development
 - Energy and Environment
 - Administration
 - Transportation and Communications

The Position

This outstanding career position is available due to the pending retirement of the current Executive Director, who has made a significant impact locally, regionally and nationally representing the country’s largest metropolitan planning organization for more than thirty-two years. This vital and important role of Executive Director provides the executive leadership and guidance to the policymakers that form the nucleus of this organization, and ultimately promote SCAG’s formidable mission through the concept of shared-governance and joint efforts. This mission, that spans an array of complex issues, continues to provide improved quality of life and sustainable communities for millions of people in Southern California.

This at-will position reports directly to the Executive Committee (Regional Council Officers and Policy Committee Chairpersons of the Regional Council) and oversees an organization of 139 employees with a budget of \$43.5 million for FY 07-08. The Executive Director also is staff to the Regional Council, a body of 82 members, representing their respective organizations, as a result of their elected positions. Administratively, seven key managers report to the Executive Director representing the following positions:

- Deputy Executive Director
- Director of Government and Public Affairs
- Director of Legal Services – Chief Counsel

Mission Statement

Leadership, vision and progress, which promote economic growth, personal well-being, and livable communities for all Southern Californians.

- Director of Planning and Policy
- Director of Information Services
- Chief Financial Officer
- Human Resources Manager

Key responsibilities include:

- **Work collaboratively** with the Elected Officials to facilitate and promote the goals of the organization by providing high level representation to outside agencies, regulators, business groups including public and community forums.
- Assume full **management responsibility and leadership** for a complex metropolitan planning agency including working collaboratively with Elected Officials (Executive Committee, Regional Council and sub-committee groups) to establish and promote effective policies supporting the overall mission of SCAG.
- **Engage and harness the power of the whole organization fully utilizing members of the elected body** to influence and advocate issues, present topics/issues and pursue legislative activity in both Sacramento and Washington D.C.
- **Provide executive-level support** to the Executive Committee, Regional Council and working sub-committees groups to facilitate and promote initiatives to the membership throughout Southern California region.
- Develop and implement **leadership development programs for policy members** and conduct education forums for policy officials.
- Oversee the development and administration of the Association's budget including **seeking funding for program support** at the local, state and federal level for **planning initiatives** and other **innovative solutions** that help with sustainable communities.

The Ideal Candidate

The ideal candidate will be a confident, creative and innovative leader who is comfortable operating in a robust and dynamic planning environment. The ideal candidate will also be intuitive, perceptive, and know the power of collaborative efforts and embrace a shared-governance approach to problem-solving. Top candidates for consideration must also be results-oriented and committed to serving the diverse communities. Additionally, the selected candidate, providing executive leadership to the elected



body, will also be responsible for an array of complex and interesting topics that impact this large membership of public agencies throughout Southern California.

The ideal candidate for the Executive Director will be a **strategic thinker** with the ability to **guide concepts into action** with a keen understanding of the evolving needs of SCAG's membership. This executive will **draw energy and momentum from a variety of sources** and be able to quickly and effectively stimulate lively discussion and debate, moving into action by working in tandem with the governing body of Elected Officials that are committed to the advancement of SCAG's Mission. Working in concert with others, this leader will develop strategies for achieving goals, and at the same time, understand the impact of those decisions on member agencies and to the region as a whole.

Personal traits and characteristics:

- A **confident executive** with outstanding communication, interpersonal, and managerial skills.
- **Politically astute yet apolitical**; able to operate effectively in a fast-paced environment with many complex planning issues that affect the quality of life for so many.
- **Develop alliances and partnerships** with other public agencies and the private sector to create healthy and viable communities.
- **Cultivate and implement entrepreneurial approaches** to issues (i.e., high speed rail, growth issues, regional solutions, public financing opportunities).
- **Proactive and aggressive in addressing legislative activity and funding sources** that impact SCAG's Mission, Strategic Plan, and Policy functions at the local, state and federal levels.
- A **seasoned, skilled executive** who possesses a solid understanding of the broad range of services provided.
- A **skilled facilitator** able to find solutions and bring a collaborative approach to managing key issues that include controversial topics, regulatory compliance and the ongoing potential for diversity of thought with membership spanning a large geographically diverse area.

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- A **“big picture” person** able to understand the strategic goals of the organization and assist in accomplishing the organizational directives yet a **realist to know what is achievable and practical** based on funding and other constraints.

- Able to **motivate others**, instill an eagerness to achieve goals, and possess strong people skills and leadership to be successful.

In summary, the Executive Director must be a **well-rounded administrator** able to work effectively with the governing body in a collaborative fashion to achieve a strong verifiable record of success for all the communities located in Southern California.



county, state or federal administration or planning, seven years of which must have been in a highly responsible management capacity.

Education – An advanced degree is required.

Compensation and Benefits

Compensation: This is a highly compensated executive level (at-will) position that will result in a mutually agreeable and negotiated employment agreement. Starting salary will be dependent on qualifications, salary history, and career accomplishments. Specific salary will be based upon evaluation of a candidate's overall ability to provide exemplary leadership to the organization. For a detailed listing of benefits offered, see the brochure insert.

Desired Qualifications

Knowledge of:

- Highly complex principles and practices of regional transportation planning, infrastructure needs, land use, economic development, environmental issues and housing.
- Policy development, funding, legislative affairs and regulatory compliance.
- Board relations and board development.
- Organizational development, staff management and leadership.
- Social, political and economic trends.

Ability to:

- Provide effective leadership and coordinate the activities of a regional government organization dealing with planning and other key issues effecting quality of life.
- Identify and respond to the public and the governing bodies regarding issues / concerns.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendation in support of organization goals.
- Gain cooperation through discussion, persuasion and collaborative efforts.

Qualifying experience and education:

Experience – Ten years of increasingly responsible managerial and administrative experience in regional, city,

To Be Considered

Candidates are required to submit a comprehensive resume, a compelling cover letter and a list of professional accomplishments. Electronic submittals are strongly encouraged to apply@ralphandersen.com. Confidential inquiries should be directed to Ms. Heather Renschler, Ralph Andersen & Associates at (916) 630-4900.

Closing date for receipt of resumes is October 26, 2007. The Executive Committee will begin the review of resumes on November 5 and November 12, 2007. **This position is open until filled.** Candidates are encouraged to apply immediately. Following the initial review and screening, candidates with the most relevant qualifications will be contacted for a preliminary interview with the Executive Committee. Following the results of this interview, a few select individuals will be invited to interview with the Regional Council.

Professional references will not be contacted until mutual interest has been established. Candidates will be required to sign a release form authorizing a thorough background check including a review and verification of education, DMV records, civil litigation, wants, warrants, criminal history, credit and financial history. A pre-employment physical and/or drug and alcohol screening may also be conducted.

Equal Employment Opportunity

SCAG is an equal employment opportunity employer. All personnel policies and programs are administered without regard to race, color, religion, political belief, age, national origin, sex, disability, cultural background, and sexual orientation.



Member Agencies

Member Cities

- Adelanto
- Agoura Hills
- Alhambra
- Anaheim
- Apple Valley
- Arcadia
- Artesia
- Avalon
- Azusa
- Baldwin Park
- Banning
- Barstow
- Beaumont
- Bell
- Bellflower
- Bell Gardens
- Beverly Hills
- Big Bear Lake
- Blythe
- Bradbury
- Brawley
- Brea
- Buena Park
- Burbank
- Calabasas
- Calexico
- Calimesa
- Calipatria
- Camarillo
- Canyon Lake
- Carson
- Cathedral City
- Cerritos
- Chino
- Claremont
- Coachella
- Colton
- Commerce
- Compton
- Corona
- Covina
- Cudahy
- Culver City
- Cypress
- Desert Hot Springs
- Diamond Bar
- Downey
- Duarte
- El Centro
- El Monte
- El Segundo
- Fillmore
- Fontana
- Fullerton
- Gardena
- Glendale
- Glendora
- Grand Terrace
- Hawaiian Gardens
- Hawthorne
- Hemet
- Hermosa Beach
- Hidden Hills
- Highland
- Holtville
- Huntington Beach
- Imperial
- Indian Wells
- Indio
- Industry
- Inglewood
- Irvine
- Irwindale
- La Canada Flintridge
- La Habra
- La Habra Heights
- La Mirada
- La Palma
- La Quinta
- La Verne
- Laguna Beach
- Laguna Niguel
- Laguna Woods
- Lake Elsinore
- Lake Forest
- Lakewood
- Lancaster
- Lawndale
- Loma Linda
- Lomita
- Long Beach
- Los Alamitos
- Los Angeles
- Lynwood
- Malibu
- Manhattan Beach
- Maywood
- Monrovia
- Montclair
- Montebello
- Monterey Park
- Moorpark
- Moreno Valley
- Murrieta
- Needles
- Newport Beach
- Norco
- Norwalk
- Ojai
- Ontario
- Oxnard
- Palm Desert
- Palm Springs
- Palmdale
- Paramount
- Pasadena
- Pechanga Band of Luiseño Indians
- Perris
- Pico Rivera
- Placentia
- Pomona
- Port Hueneme
- Rancho Cucamonga
- Rancho Mirage
- Rancho Palos Verdes

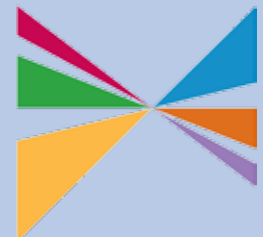
- Redlands
- Redondo Beach
- Rialto
- Riverside
- Rolling Hills
- Rolling Hills Estates
- Rosemead
- San Bernardino
- San Buenaventura
- San Clemente
- San Dimas
- San Fernando
- San Gabriel
- San Marino
- Santa Clarita
- Santa Fe Springs
- Santa Monica
- Santa Paula
- Seal Beach
- Sierra Madre
- Signal Hill
- Simi Valley
- South El Monte
- South Pasadena
- Temecula
- Thousand Oaks
- Torrance
- Tustin
- Upland
- Vernon
- Victorville
- Walnut
- West Covina
- West Hollywood
- Westlake Village
- Westmoreland
- Yorba Linda
- Yucaipa
- Yucca Valley

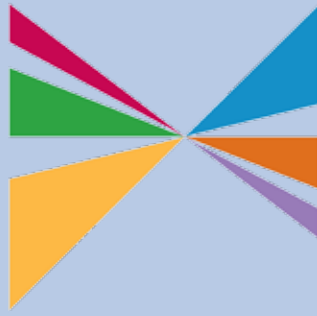
Member Counties

- Imperial County
- Los Angeles County
- Orange County
- Riverside County
- San Bernardino County
- Ventura County

Sub-Regional Organization Members

- Arroyo Verdugo Cities
- City of Los Angeles
- Coachella Valley Association of Governments (CVAG)
- Gateway Cities Council of Governments (GCCOG)
- Imperial Valley Association of Governments (IVAG)
- Las Virgenes Malibu Council of Governments
- North Los Angeles County
- Orange County Council of Governments (OCCOG)
- San Bernardino Associated Governments (SANBAG)
- San Gabriel Valley Council of Governments (SGVCOG)
- South Bay Cities Council of Governments (SBCCOG)
- Ventura Council of Governments (VCOG)
- Western Riverside Council of Governments (WRCOG)
- Westside Cities Council of Governments (WCCOG)





Compensation and Benefits

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Lifetime Retiree Medical: Upon meeting the vesting requirements and retirement from SCAG, lifetime medical coverage will be provided to the employee with a monthly subsidy paid by SCAG provided all CalPERS conditions are met. The current monthly subsidy is \$550 per month.

Insurance Coverage: Employees may choose from two HMO and two PPO CalPERS health plans, two dental plans and a vision plan. SCAG contributes \$800/month towards insurance premiums with the cost difference paid out in cash. Life insurance in the amount of \$150,000 is provided by SCAG. Short-term and long-term disability insurance plans are provided by SCAG.

Retirement: Employees become members of the Public Employees' Retirement System (PERS) 2% at 55 plan. **SCAG pays the employee's 7% contribution.** ICMA and MetLife 457 Deferred compensation plans are available and SCAG provides a **3 % match** of yearly salary up to \$3,500 per year.

Holidays: A total of 13 paid holidays – 9 designated and 4 floating are provided annually.

Vacation and Sick Leave.

Health and Dependent Care Reimbursement Account: A tax-exempt savings plan is offered to pay eligible expenses associated with parking expenses, health, and dependent care.

Rideshare/Transportation Incentive Program: SCAG pays \$155 towards monthly bus, vanpool or Metrolink pass, \$35 per month for ridesharing. In order to receive this benefit, employees must utilize one of the listed options at least 13 days per month.

Flexible Time/Modified Work Week: Employees may work a modified 9-80 work schedule, with every other Friday off. SCAG offers a flexible work schedule to allow employees some flexibility on daily work hours.

Other Benefits include:

- Professional Memberships
- Conference Travel and Attendance
- E-Central Credit Union Membership
- Tuition reimbursement